Got a job offer? Check these 6 signs before you pay, send documents or travel.

One sign is enough to stop and check. Send this to anyone who has an offer.

1

They ask you to pay.

For a visa, work permit, training, medical test, uniform, "registration" or "processing".

Why it matters: in the UAE the employer pays recruitment costs (u.ae); in Saudi Arabia the employer pays work permit and Iqama (residence permit) fees (Saudi Labor Law, Article 40, explained by the Ministry of Human Resources). Real employers say the same: the Emirates Group states that any job offer in its name that asks you for money is fraudulent.

2

You cannot check the offer anywhere official.

- UAE private-sector employer outside the free zones: a real offer is an offer letter issued by MOHRE (the UAE Ministry of Human Resources and Emiratisation), and you can check its reference number on MOHRE's website (u.ae).
- Saudi private-sector employer: once you start work, your contract should be documented on Qiwa (the ministry's official platform for work contracts). Ask the employer when it will appear.
- Free-zone, government or semi-government employer: these use their own paperwork. Confirm the offer with the HR contact listed on the employer's own website, not the person who sent the offer.

3

Everything happens in chat or from a free email.

The interview is only a text chat on Telegram or WhatsApp, the emails come from a free mailbox instead of the employer's domain, or the "recruiter" will not say which agency they work for.

4

They ask for your documents, bank details or your bank account.

A copy of your passport or ID, your card details, a selfie with your ID, or "use your account to receive and forward payments". Moving money for strangers can make you part of a crime: Dubai Police describe a job seeker who was questioned after his account was used this way.

5

You are paid for easy online tasks, then asked to pay.

Simple tasks with fast payouts, then a "registration" or "activation" fee, or a deposit to "unlock" your earnings. Dubai Police warn about this pattern.

6

The offer skips the normal steps.

No interview, a salary far above what the employer's own posts or similar posts show, or a request to travel on a visit visa and "start work" there. In the UAE a visit or tourist visa does not give you the right to work (u.ae).

Already paid, or sent your documents?

1. Stop. Do not pay anything more, even to "get your money back".
2. Call your bank now and ask it to stop or dispute the payment.
3. Keep everything: chats, numbers, emails, receipts.
4. Report it.

UAE
The government portal u.ae lists the official channels: the Ministry of Interior eCrimes platform (in the MOI UAE app), Dubai Police's eCrime website, Abu Dhabi Police's Aman service, the Public Prosecution's My Safe Society app, the nearest police station, or 999 in an emergency. In Dubai, 901 is the police non-emergency number. For questions about a job offer, contact MOHRE: ask@mohre.gov.ae (the address u.ae gives).

Saudi Arabia
Kollona Amn, the Public Security app, accepts cybercrime reports; you can also go to the police.

Other countries
Your national police.

5. If they used CareerMENA's name, tell us: careermena.com/contact/

Full guide with 10 signs and sources
careermena.com/guides/job-scams-gulf-warning-signs/

Sources

Our editors read these official pages on 10 Nov 2026. If anything differs, the official page is the reference.

1. MOHRE offer letter and reference-number check; visit visa gives no right to work; employer pays recruitment costs; MOHRE contact (ask@mohre.gov.ae, printed on this page)
   https://u.ae/en/information-and-services/visa-and-emirates-id/Visa-information/tips-to-avoid-labour-and-visa-fraud
2. UAE reporting channels
   https://u.ae/en/information-and-services/justice-safety-and-the-law/cyber-safety-and-digital-security/report-cybercrimes-online
3. Saudi Art. 40
   https://www.hrsd.gov.sa/en/knowledge-centre/articles/64434-0
4. Emirates: offers that ask for money are fraudulent
   https://www.emiratesgroupcareers.com/recruitment-fraud
5. Account used to move money; 901 non-emergency (Dubai)
   https://gulfnews.com/uae/crime/fake-part-time-job-scams-dubai-police-warns-residents-of-bank-account-fraud-1.500631558
6. Easy tasks then activation fee
   https://gulfnews.com/uae/that-easy-money-side-hustle-dubai-police-say-its-probably-a-scam-1.500427825